

Candidate of historical sciences, Tkachenko I.V.

*State Higher Educational Institution «Ukrainian academy of banking of the
National bank of Ukraine», Ukraine*

**The human capital as the key factor of competitiveness of national
economy**

Keywords: competitiveness of economy, human capital, human potential, intellectual potential.

Annotation: In theses the basic aspects of forming of the human capital as a key factor of competitiveness of national economy are outlined, it is marked the importance of problem of investing in the human capital and degree of his realization.

**Людський капітал як ключовий фактор конкурентоспроможності
національної економіки**

Ключові слова: конкурентоспроможність економіки, людський капітал, людський потенціал, інтелектуальний потенціал.

Анотація: У тезах окреслені основні аспекти формування людського капіталу як ключового фактору конкурентоспроможності національної економіки, наголошено на важливості проблеми інвестування у людський капітал та ступеня його реалізації.

The economy of modern Ukraine is characterized by the presence of considerable quantity of unsolved problems among which the questions of forming of social strategies of development occupy the main place. Sharpening of social problems stipulated worsening of high-quality descriptions of human potential and low competitiveness of home labour force. This situation conflicts with the world tendencies of economic development, connected with the growth of importance of

knowledge, abilities, creative capabilities and motivations of man, which form a human capital as the basic productive force of modern economy.

The important factor of the economy growing and increase of competitiveness on macro- and microlevels is the problem of investments in the human capital, that those charges which are needed for the improvement of high-quality descriptions of human resources. One of the basic directions of investments in the human capital are charges on the receipt of education, branch of health protection and providing of mobility of human resources.

According to the researchers the basic human capital is formed preeminently in the system of education and foresees charges on the receipt of universal and special, formal and informal education, preparation at the place of work. Direct financial charges (paying for studies, charges in the process of studies, paying for habitation, transport, feed), lost earnings, moral charges (loss of spare time and change of usual social environment) are concerned to the charges, related to the receipt of education.

With the purpose of accumulation and maintenance of the human capital necessary is development and introduction in life of such strategy, which would induce people to acquisition and perfection of knowledge, abilities, professional preparation, during all life. However, the crisis phenomena in the Ukrainian economy put on an order-paper the problem of employment of highly skilled shots, which appeared in their unproductive use or departure for a border. In this regard, there was a need of making of conditions for the most complete use of intellectual and professional potential of the country.

The important factor of competitiveness of national economy are charges on the system of health protection, which foresee insetting of money in the prophylaxis of diseases, medical service, guard of environment and propaganda of healthy way of life. The result of investing in this branch should become the improvement of social demographic situation and, as a result, lengthening of term of functioning of the human capital by the way of reduction of diseases and death rate. At the same time sound health is the necessary condition of receipt of education and perfection of abilities and skills.

Charges on mobility enable workers to migrate from the places of the low labour productivity to the places, where this index is comparatively higher. The decision of this problem removes the obstacles of intra-national mobility of labour resources, and also promotes liquidation of disproportions in the structure of employment both at regional level and in the scales of country.

The competitiveness of national economy amplifies an international exchange by the human capital, the basic constituents of this process are labour migration of labour force, education, tourism and services of health protection, outside the country. The basic negative displays of this process are diminishing of potential volume of human capital of our country, its disqualification in the countries of immigration through the use on low skilled places, the low qualifying level of immigrants, the «outflow of brains», various negative morally psychological consequences, diminishing of amount of university entrants and possibilities for Ukrainians of proceeding in a health abroad.

The factors of influence on the dynamics of the level of realization of the human capital, basic from which are social and economic conditions of its forming – educations in the family, the level of development of production, public relations and copulas are the basis of increasing of the level of competitiveness of national economy. Not less important is seemed the problem of forming of innovative culture, the level of which provides realization of the idea of development of economy on innovative principles and degree of the use of the intellectual potential of society.

Home researchers underline importance of research of sources and levels of recreations of the human capital, which act as the key factors of forming of competitiveness of national economy. Standard-legal, the infrastructural and social providing of recreation of possibilities of man takes place at the level of the state. For example, in modern conditions, when transformation of economy of things into the economy of knowledge takes place, intellectual, creative labour goes out into first places. In such situation the standard of living, which provides the extended recreation of labour force due to the management of the system of payment of labour, is its pre-condition and the result. Thus forming of the human capital, also in a considerable measure, depends on the actions of the state concerning the system of

payment of labour development and its influence on the solution other social problems.

At the level of business structures a worker gets the possibility to realize the abilities, possibilities and purchased experience, and instead gets facilities for recreation and maintenance of sufficient level of human capital. Just business structures come forward a subject which is oriented to management the human capital. In the context of this problem the research of mechanisms of forming of the human capital in multinational corporations, experience of which can be used in Ukraine, is actual.

At the level of a person (family) the purpose of receipt of sufficient profits for the personal development, the maintenance of children and family and acquisition of high social status is put. This level foresees a competition for the best terms of development (receipt of education), and in future – for the best workplaces and higher profits.

Consequently, in the conditions of globalization of international connections the human capital is the key factor of providing of competitiveness of national economy, that predetermines priority of tasks in relation to its forming.